

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re Patent Application of:  
David J. Thomsen

Application No.: 10/806,044

Confirmation No.: 9996

Filed: March 22, 2004

Art Unit: 2161

For: SYSTEM AND METHOD FOR PROVIDING  
OCCUPATIONAL INFORMATION

Examiner: C. L. Daye

**Declaration of Kevin Eskew Under 37 C.F.R. § 1.131**

Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450

Sir:

I, Kevin Eskew, declare and state that:

1. I am a software developer at Economic Research Institute ("ERI") where I began working in 1999. In 2000, as ERI's need to produce online content increased, I transitioned to web development. As a web developer, I create ERI's website layouts in graphic editing software and transfer the design by hand coding the HTML/CSS. Since most of ERI's online content is database driven, I write code in a language called ColdFusion to connect to ERI's database servers to pull data into ERI's website.

2. In 2002, one of the projects that I worked on at ERI was a website questionnaire to gather large amounts of quality, defensible data about specific job descriptions (the "eDOT website questionnaire") for use on the eDot website. The eDOT website questionnaire included programming a detailed questionnaire for users to answer questions about specific jobs. Answers associated with the submission of an eDOT questionnaire for a specific job were added to ERI's database—called the Raw

Data File---and were used to update the specific job description. I also programmed a website interface that allowed users to access the updated data via the eDot website.

3. I was recently asked to search my computer to locate files associated with the eDOT website questionnaire. While searching my computer, I identified the following directory: "E:\SQDataStorage\Work\Archive\ER\Web\ER\Copy of erieri.com\eDOT". A screenshot of the identified directory listing is attached to this Declaration as Exhibit H. As shown in the screenshot (Exhibit H, page 1), each file has a "Date Modified" date, which reflects the last time that I modified the corresponding file. However, the "Date Modified" date is not the actual creation date; the actual creation date of the file will be the same as or before the "Date Modified" date.

4. One of the files shown in Exhibit H is named "fbx\_switch.cfm." The fbx\_switch.cfm file has a "Date Modified" date of August 16, 2002, and a program listing of this file is attached to this Declaration as Exhibit I. When executed by a computer, the file fbx\_switch.cfm generated the original eDOT website questionnaire. The fbx\_switch.cfm file references a number of other files that contained the original questions of the questionnaire. For example, on page 5, lines 49-50 of Exhibit I, the fbx\_switch.cfm file references the DSP\_Form\_DealingAdaptingJobSituations.cfm file, which contains the questions associated with the "Dealing With And Adapting To Job Situations" portion of the eDOT website questionnaire. A program listing of the DSP\_Form\_DealingAdaptingJobSituations.cfm file which includes representative questionnaire questions is attached to this declaration as Exhibit J.

5. Specifically, the eDOT website questionnaire that I implemented in 2002 for the eDot website included the following features:

The eDot website allowed users to access a database containing information associated with a collection of occupational titles. The database included data measures for each of the occupational titles.

The eDot website included eDot website questionnaire forms, and users were able to update the database or contribute information to the database by submitting the eDot website questionnaire forms. The URL that was used for the initial questionnaire form was: <http://www.eri.com/index.cfm?fuseaction=eDOT.Questionnaire>. The eDot website also allowed users to access the updated or recently contributed information.


The database was updated based on a submitted questionnaire form by either adding a new occupational title and associated data measures, or by modifying data measures associated with an occupational title that already existed in the database.

6. Although I did not implement the October 2002 CD-ROM version of the eDOT software, I am familiar with the software. Attached to this Declaration as Exhibit G is a photocopy of the October 2002 CD-ROM. Also attached to this Declaration as Exhibit F are screenshots of the eDOT software from the October 2002 CD-ROM, including a screenshot of the directory listing of the October 2002 CD-ROM. As shown in the directory listing of the October 2002 CD-ROM (Exhibit F, page 1), the eDOT executable file ("EDot.exe") has a "Date Modified" date of September 20, 2002. This date reflects the date that the eDOT software executable was transferred to the CD-ROM for the October 2002 release. The CD-ROM version of the eDOT software also included a hyperlink to a questionnaire on the eDOT website. (See Exhibit F, pages 4-11, where the hyperlink "Questionnaire" is found in the lower right corner). Selecting the hyperlink redirected the user to a corresponding questionnaire on the eDot website.

7. I further declare that all statements made herein of my own knowledge are true and that all statements made on information or belief are believed to be true; and further, that the statements are made with the knowledge that the making of willful or false statements or the like is punishable by fine or imprisonment or both under Section

1001 of Title 18 of the United States Code and may jeopardize the validity of any patent issuing from this patent application.

Dated this 3 day of ~~November~~, 2008

  
Kevin Eskew

**Correspondence Address:**

Customer No. 25096

Perkins Coie LLP

P.O. Box 1247

Seattle, Washington 98111-1247

(206) 359-8000



# Exhibit F

☐ Use Filter [23,325 positions displayed]

Select A Position

- Position Title
- ABLE SEAMAN**
- ABLE-BODIED SEAMAN
- ABRASIVE GRADER
- ABRASIVE GRINDER
- ABRASIVE MIXER
- ABRASIVE SAWYER
- ABRASIVE-BAND WINDER
- ABRASIVE-BLASTING EQUIPMENT OPERA
- ABRASIVE-COATING MACHINE OPERATOR
- ABRASIVE-GRADER HELPER
- ABRASIVE-MIXER HELPER

Position Description (cont)

- Performs following tasks on E structures.
- Stands watch at bow or on bridge.
  - Measures depth of water if bridge.
  - Turns wheel on bridge or trans.)
  - Breaks out, rigs, overhauls
  - Overhauls lifeboats and life
  - Paints and chips rust on de
  - Must hold certificate issued
  - Government.
  - When working aboard ves
  - May stow or remove cargo
  - May be concerned with on known as Deckhand, Main
- GOE: 05.12.03 STRENGTH



# ERI's Platform Library

October 2002  
AAAShowMe Company  
Demo Data

Name	Size	Type	Date Modified	Location
Files Currently on the CD				
ClaimantInfo.Prt	1 KB	PRT File	9/11/2002 3:39 AM	Files Currently on the CD
CommLimit.Prt	1 KB	PRT File	9/11/2002 3:39 AM	Files Currently on the CD
commonTopics.CNT	1 KB	CNT File	9/14/2002 6:30 AM	Files Currently on the CD
COMMONTOPICS.HLP	1,992 KB	Help File	9/14/2002 6:30 AM	Files Currently on the CD
EDOT.DES	9,335 KB	DES File	9/11/2002 12:22 PM	Files Currently on the CD
EDOT.DOT	46 KB	Microsoft Word Tem...	9/11/2002 12:22 PM	Files Currently on the CD
EDot.exe	1,568 KB	Application	9/20/2002 12:39 PM	Files Currently on the CD
EDOT.GED	10 KB	GED File	9/11/2002 12:22 PM	Files Currently on the CD
EDOT.IND	3 KB	IND File	9/11/2002 12:22 PM	Files Currently on the CD
EDOT.POS	1,886 KB	POS File	9/11/2002 12:22 PM	Files Currently on the CD
edotHelp.CNT	1 KB	CNT File	9/16/2002 11:05 AM	Files Currently on the CD
EDOTHELP.HLP	796 KB	Help File	9/16/2002 11:05 AM	Files Currently on the CD
EnvironLimit.Prt	2 KB	PRT File	9/11/2002 3:39 AM	Files Currently on the CD
Erisa.cnt	1 KB	CNT File	10/1/2002 5:00 AM	Files Currently on the CD
Erisa.cty	171 KB	CTY File	6/14/2002 1:24 PM	Files Currently on the CD
Erisa.loc	84 KB	LOC File	6/14/2002 1:23 PM	Files Currently on the CD
erisadot.idx	2 KB	IDX File	8/18/1997 1:04 PM	Files Currently on the CD
erisadot.out	28 KB	OUT File	8/18/1997 1:04 PM	Files Currently on the CD
ErisaWin.cty	24 KB	CRY File	8/9/2002 12:23 PM	Files Currently on the CD
erisawin.int	111 KB	INT File	7/22/2002 9:17 AM	Files Currently on the CD
ErisaWin.Pba	773 KB	PBA File	6/15/2002 8:01 AM	Files Currently on the CD

Show Modified (if available)



October 2002  
AAAShowMe Company  
Demo Data

# ERI's Platform Library

## Enhanced Dictionary of Occupational Titles - Vocational Edition

File Edit Description Library Internet Help

Jobs Individual's Data Preliminary Assessment Alternate Job List Job Availability

Current Job (none) Previous Job II (none) Previous Job III (none) Previous Job IV (none) Previous Job V (none) Previous Job VI (none)

(no job entered)

Position Description Worker Characteristics Physical Capacities Mental Capacities

No job has been entered.

To enter a new job, simply begin typing.

### Data that Affects Career Assessments

Area:	AreaLabel	Industry:	IndNameLabel	# of Employees:	SizeLabel
Name:	NameLabel	Codes:	IndCodesLabel	Questionnaire	

Data as of: November 30, 2001 Organization: ERISA File:



# Enter New Position

Search String

Filter Options



OK



Cancel

☐ Use Filter (23,325 positions displayed)

## Select A Position

Position Title	eDOT Code	SOC Code	DES Code	D*Net Code
ADMINISTRATIVE ASSISTANT, SPECIAL	1094.167-014	119032	15005	11-9032.00
ADMINISTRATIVE CLERK	219.362-010	439061	55347	43-9061.00
ADMINISTRATIVE SECRETARY	169.167-014	436011	21999	43-6011.00
ADMINISTRATIVE SERVICES MANAGER	169.117-004	113011	13014	11-3011.00
ADMINISTRATIVE VICE PRESIDENT	189.117-076	111021	19005	11-1021.00
ADMINISTRATOR COLLEGE	090.117-019	119033	15005	11-9033.00
ADMINISTRATOR CONTRACT	162.117-014	113061	13014	11-3061.00
ADMINISTRATOR SCHOOL (PRIMARY/HIG	099.117-013	119032	15005	11-9032.00
ADMINISTRATOR WEB	031.262-210	151071	25199	15-1071.00
ADMINISTRATOR, SOCIAL WELFARE	195.117-010	119151	19999	11-9151.00
ADMINISTRATOR, TQM	189.137-047	113051	81008	11-3051.00

## Position Description (original)

Directs and coordinates special education programs in public school systems, public agencies, and state institutions to teach students with mental or physical disabilities.

- Formulates policies and procedures for new or revised programs or activities, such as screening, placement, education, and training of students.
- Evaluates special education programs to ensure that objectives for student education are met.
- Interprets laws, rules, and regulations to students, parents, and staff.
- Recruits, selects, and evaluates staff.
- Prepares budget and solicits funds to provide financial support for programs.
- Prepares reports for federal, state, and local regulatory agencies.
- May contract with agencies for needed services, such as residential care.
- May administer achievement tests to measure student level of performance.

GOE: 11.07.03 STRENGTH: S OED: R6 M5 L5 SVP: 8

☐ Show Modified (if available)

Edit Description

Enter New Position

Search String

LAW

Filter Options

Use Filter (23,325 positions displayed)

OK

Cancel

Select A Position

Position Title	eDOT Code	SOC Code	OES Code	IO*Net Code
LAW LIBRARIAN	100.167-026	254021	31502	25-4021.00
LAW REPORTER	202.362-010	232091	55302	23-2091.00
LAWN-SERVICE WORKER	408.684-010	373011	79041	37-3011.00
LAWN-SPRINKLER INSTALLER	869.684-030	472061	87899	47-2061.00
LAWYER PATENT	110.117-026	231011	28108	23-1011.00
LAWYER PRACTICING	110.107-010	231011	28108	23-1011.00
LAWYER, ADMIRALTY	110.117-018	231011	28108	23-1011.00
LAWYER, CRIMINAL	110.107-014	231011	28108	23-1011.00
LAWYER, PROBATE	110.117-030	231011	28108	23-1011.00
LAWYER, REAL ESTATE	110.117-034	231011	28108	23-1011.00
LAY OUT WORKER	600.281-018	514192	89117	51-4192.00

Position Description (original)

Specializes in patent law.

- Advises clients, such as inventors, investors, and manufacturers, concerning patentability of inventions, infringement of patents, validity of patents, and similar items.
- Prepares applications for patents and presents applications to Patent Office.
- Prosecutes or defends clients in patent infringement litigations.
- May specialize in protecting trademarks and copyrights in foreign countries.

GOE: 11.04.02 STRENGTH: S GED: R6 M4 L6 SVP: 8

Show Modified (if available)

Edit Description



DOT: 110.117.026 OES: 28108  
ONet: 23-1011.00 SOC: 231011

## Lawyer Patent

Position Description Worker Characteristics Physical Capacities Mental Capacities

### 110.117-026 Lawyer Patent (Profess. & Kin)

#### Alternate Titles

Attorney Patent; Patent Attorney

#### Overview

Specializes in patent law.

#### Functions

Advises clients, such as inventors, investors, and manufacturers, concerning patentability of inventions, infringement of patents, validity of patents, and similar items.

Prepares applications for patents and presents applications to Patent Office.

Prosecutes or defends clients in patent infringement litigations.

May specialize in protecting trademarks and copyrights in foreign countries.

#### Specific Vocational Preparation (SVP): Level (8)

Over 4 years up to and including 10 years

#### Mental Demands - Reasoning: Level (6)

Apply principles of logical or scientific thinking to a wide range of intellectual and practical problems. Deal with nonverbal symbolism (formulas, scientific equations, graphs, musical notes, etc.) in its most difficult phases. Deal with a variety of abstract and concrete variables. Comprehend the most abstruse classes of concepts.

#### Mental Demands - Mathematics: Level (4)

**Algebra:** Deal with system of real numbers; linear, quadratic, rational, exponential, logarithmic, angle and circular functions, and inverse functions; related algebraic solution of equations and inequalities; limits and continuity, and probability and statistical inference.

**Geometry:** Deductive axiomatic geometry, plane and solid; and rectangular coordinates.

**Shop Math:** Practical application of fractions, percentages, ratio and proportion, mensuration, logarithms, slide rule, practical algebra, geometric construction, and essentials of trigonometry.

#### Mental Demands - Language: Level (6)

**Reading:** Read literature, book and play reviews, scientific and technical journals, abstracts, financial reports, and legal documents.

**Writing:** Write novels, plays, editorials, journals, speeches, manuals, critiques, poetry, and songs.

**Speaking:** Conversant in the theory, principles, and methods of effective and persuasive speaking, voice and diction, phonetics and discussion and debate.

#### Data that Affects Career Assessments

Area: AreaLabel  
Name: NameLabel

Industry: IndNameLabel  
Codes: IndCodeLabel

# of Employees: SizeLabel  
Questionnaire

Lawyer Patent

EDOT: 110-117-026 OES: 28108  
O\*Net: 23-1011.00 SOC: 231011

## PHYSICAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

### EXERTIONAL LIMITATIONS

☐ None Established (Proceed to the next Physical Limitation Measure)

1. Occasionally lift and/or carry (including upward pulling)  
(maximum) - when less than one-third of the time or less than 10 pounds, explain the amount (time/pounds) in item 6

- ☐ less than 10 pounds
- ☐ 10 pounds
- ☐ 20 pounds
- ☐ 50 pounds
- ☐ 100 pounds or more

2. Frequently lift and/or carry (including upward pulling)  
(maximum) - when less than two-thirds of the time or less than 10 pounds, explain the amount (time/pounds) in item 6

- ☐ less than 10 pounds
- ☐ 10 pounds
- ☐ 25 pounds
- ☐ 50 pounds or more

3. Stand and/or walk (with normal breaks) for a total of -

- ☐ less than 2 hours in an 8-hour workday
- ☐ at least 2 hours in an 8-hour workday
- ☐ about 6 hours in an 8-hour workday
- ☐ about 6 hours in an 8-hour workday
- ☐ medically required hand-held assistive device is necessary for ambulation

4. Sit (with normal breaks) for a total of

- ☐ less than about 6 hours in an 8-hour workday
- ☐ about 6 hours in an 8-hour workday
- ☐ must periodically alternate sitting and standing to relieve pain or discomfort (if checked, explain in item 6)

5. Push and/or pull (including operation of hand and/or foot controls) -

- ☐ unlimited, other than as shown for lift and/or carry

### Data that Affects Career Assessments

Area: Arealabel  
Name: NameLabel  
Industry: IndNameLabel  
Codes: IndCodeLabel  
# of Employees: SizeLabel  
Questionnaire

Data as of: November 30, 2001 Organization: ERISA File:



eDOT: 110.117-026 OES: 26108  
O\*Net: 23-7011.00 SOC: 231011

Lawyer Patent

Position Description Worker Characteristics Physical Capacities Mental Capacities

Exertional Limitations Postural Limitations Manipulative Limitations Communicative Limitations Visual Limitations Environmental Limitations

## PHYSICAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

## POSTURAL LIMITATIONS

☐ None Established (Proceed to the next Physical Limitation Measure)

Enter a rating using the following scale:

1. Frequently
2. Occasionally
3. Never

1. Climbing - ramp/stairs or ladder/rope/scaffolds
2. Balancing
3. Stopping
4. Kneeling
5. Crouching
6. Crawling

7. When less than two-thirds of the time for frequently or less than one-third for occasionally, fully describe and explain.

Also, explain how and why the evidence supports a conclusion in items 1 through 6. Cite the specific facts upon which the conclusions are based.

## Data that Affects Career Assessments

Area: AreaLabel  
Name: NameLabelIndustry: IndNameLabel  
Codes: IndCodeLabel# of Employees: SizeLabel  
Questionnaire

Data as of: November 30, 2001 Organization: ERISA File



DOT 110117-026 DES 28108  
O\*Net 23-1011.00 SOC 231011

Lawyer Patent

## PHYSICAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

### MANIPULATIVE LIMITATIONS

☐ None Established (Proceed to the next Physical Limitation Measure)

Limited Unlimited

- ☐ 1. Reaching all directions (including overhead)
- ☐ 2. Handling (gross manipulation)
- ☐ 3. Fingering (fine manipulation)
- ☐ 4. Feeling (skin receptors)

5. Describe how the activities checked "limited" are impaired. Also, explain how and why the evidence supports conclusions in items 1 through 4. Cite the specific facts upon which conclusions are based.

### Data that Affects Career Assessments

# of Employees: Size Label  
Questionnaire

Industry: IndName Label  
Codes: IndCode Label

Area: Area Label  
Name: Name Label

Data as of: November 30, 2001 Organization: ERISA File

0001110117026 DES 28108  
O\*Net 23-1011.00 SOC 231011

Lawyer Patent

# PHYSICAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

## COMMUNICATIVE LIMITATIONS

☐ None Established (Proceed to the next Physical Limitation Measure)

Limited Unlimited

- ☐ 1. Hearing
- ☐ 2. Speaking

3. Describe how the faculties checked "limited" are impaired. Also, explain how and why the evidence supports conclusions in items 1 and 2. Cite the specific facts upon which conclusions are based.

## Data that Affects Career Assessments

Area: AreaLabel  
Name: NameLabel  
Industry: IndNameLabel  
Codes: IndCodeLabel  
# of Employees: SizeLabel  
Questionnaire

eDOT: 110-117-026 OES: 28108  
O\*Net: 23-1011.00 SOC: 231011

Lawyer Patent

## PHYSICAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

### VISUAL LIMITATIONS

☐ None Established (Proceed to the next Physical Limitation Measure)

Limited Unlimited

- |                          |                     |
|--------------------------|---------------------|
| <input type="checkbox"/> | 1. Near acuity      |
| <input type="checkbox"/> | 2. Far acuity       |
| <input type="checkbox"/> | 3. Depth perception |
| <input type="checkbox"/> | 4. Accommodation    |
| <input type="checkbox"/> | 5. Color vision     |
| <input type="checkbox"/> | 6. Field of vision  |

7. Describe how the faculties checked "limited" are impaired. Also, explain how and why the evidence supports conclusions in items 1 through 6. Cite the specific facts upon which conclusions are based.

### Data that Affects Career Assessments

Area: Area Label  
Name: Name Label

Industry: IndNameLabel  
Codes: IndCodeLabel

# of Employees: SizeLabel  
Questionnaire

Data as of: November 30, 2001 Organization:

ERISA File:



eDOT: 110117-026 OES: 28108  
O-NET: 23-101100 SOC: 231011

Lawyer Patent

## PHYSICAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

### ENVIRONMENTAL LIMITATIONS

☐ None Established

Enter a rating using the following scale:

1. Unlimited
2. Avoid Concentrated Exposure
3. Avoid even Moderate Exposure
4. Avoid all Exposure

1. Extreme cold
2. Extreme heat
3. Wetness
4. Humidity
5. Noise
6. Vibration
7. Fumes, odors, dusts, gases, poor ventilation, etc.
8. Hazards (machinery, heights, etc.)

9. Describe how these environmental factors impair activities and identify hazards to be avoided. Also, explain how and why the evidence supports conclusions in items 1 through 8. Cite the specific facts upon which conclusions are based.

### Data that Affects Career Assessments

# of Employees: SizeLabel  
Questionnaire

Industry: IndNameLabel  
Codes: IndCodeLabel

Area: AreaLabel  
Name: NameLabel

Data as of: November 30, 2001 Organization: ERISA File

800T 110117-025 DES 28108  
Q-Net 23-101100 SOC 231011

Lawyer Patent

## MENTAL RESIDUAL FUNCTIONAL CAPACITY ASSESSMENT

Enter a rating using the following scale:

1. Not Significantly Limited
2. Moderately Limited
3. Markedly Limited
4. No Evidence of Limitation in this Category
5. Not Rateable on Available Evidence (adequate documentation or evidence descriptions required)

### UNDERSTANDING AND MEMORY

1. The ability to remember locations and work-like procedures
2. The ability to understand and remember very short and simple instructions
3. The ability to understand and remember detailed instructions

### SUSTAINED CONCENTRATION AND PERSISTENCE

4. The ability to carry out very short and simple instructions
5. The ability to carry out detailed instructions
6. The ability to maintain attention and concentration for extended periods
7. The ability to perform activities within a schedule, maintain regular attendance, and be punctual within customary tolerances
8. The ability to sustain an ordinary routine without special supervision
9. The ability to work in coordination with or proximity to others without being distracted by them
10. The ability to make simple work-related decisions
11. The ability to complete a normal workday and workweek without interruptions from psychologically based symptoms and to perform at a consistent pace without an unreasonable number and length of rest periods.

### SOCIAL INTERACTION

12. The ability to interact appropriately with the general public
13. The ability to ask simple questions or request assistance

## Data that Affects Career Assessments

# of Employees: Size label  
Questionnaire

Industry: IndName label  
Codes: IndCode label

Area: Area label  
Name: Name label

Data as of: November 30, 2001 Organization: ORISA File

# Exhibit G

# ERI's Platform Library

with Assessor Series Applications

October 2002

also containing:  
DLC Wizard  
Salary Assessor  
Relocation Assessor  
Geographic Assessor  
Executive Compensation Assessor  
enhanced Dictionary of  
Occupational Titles



ERI Subscriber Service  
(800) 627-3697

Subscribers: This CD contains compressed 10/2002 monthly updates to ERI's  
Geographic Assessor, Salary Assessor, Executive Compensation Assessor,  
and Relocation Assessor programs and datasets. See manual for details.

Non-Subscribers: This CD contains Assessor Series demonstration programs.  
To install the full datasets, call (800) 627-3697 to obtain an enrollment  
code for an annual subscription.

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# Exhibit H



- ERI
  - Archive
  - BU\_Surveys
  - Designs
  - erieni.com\_195
  - BU\_021002\_erieni
  - Copy of erieni.com
    - \_borders
    - \_Data
    - \_derived
    - \_NativeFiles
    - \_notes
    - \_private
    - \_vt\_cnf
    - \_vt\_pvt
    - 40-ErrorHandl
    - AdManager
    - Admin
    - adsystem
    - AffinityLinks
    - Articles
    - AssessorTutor
    - CFIDE
    - Circuit\_Templa
    - ConferenceCa
    - CSS
    - CustomTags
    - Demos
    - Demos\_AP
    - DLC
    - DOLTrends
    - Downloads
    - edot
    - \_Data
    - \_NativeFil
    - Fuses
    - CCS
    - JS
    - Templ
    - images
    - Layouts
    - ERISalarySurv
    - Errors
    - FreeData
    - Fuses

Name	Size	Type	Date Modified
_Data		File Folder	11/8/2007 11:52 AM
_NativeFiles		File Folder	11/8/2007 11:52 AM
Fuses		File Folder	11/8/2007 11:52 AM
Images		File Folder	11/8/2007 11:52 AM
Layouts		File Folder	11/8/2007 11:52 AM
Application.cfm	1 KB	Macromedia HomeSite + File	2/7/2002 11:25 PM
fbx_Circuits.cfm	2 KB	Macromedia HomeSite + File	8/15/2002 11:18 PM
fbx_fusebox30_CF40.cfm	22 KB	Macromedia HomeSite + File	2/7/2002 11:26 PM
fbx_fusebox30_CF45.cfm	21 KB	Macromedia HomeSite + File	2/7/2002 11:26 PM
fbx_fusebox30_CF50.cfm	21 KB	Macromedia HomeSite + File	2/7/2002 11:26 PM
fbx_Layouts.cfm	1 KB	Macromedia HomeSite + File	2/7/2002 11:26 PM
fbx_savecontent.cfm	1 KB	Macromedia HomeSite + File	2/7/2002 11:26 PM
fbx_Settings.cfm	3 KB	Macromedia HomeSite + File	8/15/2002 11:16 PM
fbx_Switch.cfm	15 KB	Macromedia HomeSite + File	8/16/2002 10:19 PM
index.cfm	2 KB	Macromedia HomeSite + File	2/7/2002 11:26 PM

# Exhibit I

```

<!---
<fusedoc fuse="FBX_Switch.cfm">
  <responsibilities>
    This file contains the cfswitch statement that handles the
    fuseaction, delegating work to various fuses.
  </responsibilities>
  <io>
    <string name="fusebox.fuseaction" />
    <string name="fusebox.circuit" />
  </io>
</fusedoc>
--->
<!--- SAMPLE FUSEACTION:
  <cfcase value="FuseAction???">
    <cfset PopUp="Yes??? or No???"> // If displaying page in popup
    window, select YES
    <cfset Page_topmargin="20">
    <cfset Page_leftmargin="20">
    <cfset Page_marginheight="20">
    <cfset Page_marginwidth="20">
    <cfset VARIABLES.DisplayTemplate="Design1_LeftNav"> // Defines the
    preferred template
    <cfset DspAdsPos1="No"> // Turns ON/OFF advertising by ad
    position/zone
    <cfset DspAdsPos2="No">
    <cfset DspAdsPos3="No">
    <cfset DspAdsPos4="No">
    <cfset VARIABLES.PageTitle=":: ??? ::">
    <cfset VARIABLES.Description="???">
    <cfset VARIABLES.Keywords="???">
    <cfset XFA.ExitingFuseAction??? = "circuitname.fuseaction???">
  </cfcase>
  --->
  <!--- If module mode is not "Normal", perform actions based upon specified mode
  --->
  <cfif VARIABLES.ModuleMode is not "Normal">
    <cfset fusebox.fuseaction="ModuleModeActions">
  </cfif>
  <cfoutput>
    <cfswitch expression = "#fusebox.fuseaction#">
      <!--- eDOT Main Page --->
      <cfcase value="Main">
        <!---This will be the value returned if someone types in
        "circuitname.", omitting the actual fuseaction request--->
        <!--- Display Settings --->

        <!--- Default VARIABLES --->

        <!--- Meta Tags Settings --->
        <cfset VARIABLES.PageTitle="">
        <cfset VARIABLES.Description="">
        <cfset VARIABLES.Keywords="">
        <!--- Display Output --->

      </cfcase>

      <!--- STEP 1: eDOT Questionnaire --->

```

```

        <cfcase value="Questionnaire">
            <!--- Default VARIABLES --->
            <cfset XFA.SubmitForm =
"eDOT.WorkingConditionsPhysicalRequirements">
                <cfparam name="CLIENT.Step1" default="Incomplete">
                <cfparam name="CLIENT.Step2" default="Incomplete">
                <cfparam name="CLIENT.Step3" default="Incomplete">
                <cfparam name="CLIENT.Step4" default="Incomplete">
                <cfparam name="CLIENT.Step5" default="Incomplete">
                <cfparam name="CLIENT.Step6" default="Incomplete">
                <cfparam name="CLIENT.Step7" default="Incomplete">
                <cfparam name="CLIENT.Step8" default="Incomplete">
            <!--- Meta Tags Settings --->
            <cfset VARIABLES.PageTitle="Step 1: Profile">
            <cfset VARIABLES.Description="eDOT Questionnaire">
            <cfset VARIABLES.Keywords="eDOT, Questionnaire,
eDOT Questionnaire">
            <!--- Display Output --->
            <cfinclude template="Fuses/Dsp_Form_Profile.cfm">
        </cfcase>

        <!--- STEP 2: eDOT Questionnaire --->
        <cfcase value="WorkingConditionsPhysicalRequirements">
            <!--- Validate Step 1 Form Inputs --->
            <cfinclude
template="Fuses/Act_ServerSideFormValidation_Step1.cfm">
                <cfif VARIABLES.ErrorsReported EQ 0>
                    <!--- Default VARIABLES --->
                    <cfset XFA.SubmitForm =
"eDOT.EnvironmentalConditions">
                        <cfset CLIENT.Step1="Complete">
                        <cfparam name="CLIENT.Step2"
default="Incomplete">
                        <cfparam name="CLIENT.Step3"
default="Incomplete">
                        <cfparam name="CLIENT.Step4"
default="Incomplete">
                        <cfparam name="CLIENT.Step5"
default="Incomplete">
                        <cfparam name="CLIENT.Step6"
default="Incomplete">
                        <cfparam name="CLIENT.Step7"
default="Incomplete">
                        <cfparam name="CLIENT.Step8"
default="Incomplete">

                        <!--- Meta Tags Settings --->
                        <cfset VARIABLES.PageTitle="Step 2: Working
Conditions & Physical Requirements">
                        <cfset VARIABLES.Description="eDOT
Questionnaire">
                        <cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">
                        <!--- Display Output --->
                        <cfinclude
template="Fuses/Dsp_Form_WorkingConditions.cfm">
                    </cfif>
                </cfif>

```

```

        </cfcase>

        <!-- STEP 3: eDOT Questionnaire --->
        <cfcase value="EnvironmentalConditions">
            <!-- Validate Step 2 Form Inputs --->
            <cfinclude
template="Fuses/Act_ServerSideFormValidation_Step2.cfm">
            <cfif VARIABLES.ErrorsReported EQ 0>

                <!-- Default VARIABLES --->
                <cfset XFA.SubmitForm =
"eDOT.EducationalBackgroundExperienceTraining">
                    <cfparam name="CLIENT.Step1"
default="Incomplete">

                    <cfset CLIENT.Step2="Complete">
                    <cfparam name="CLIENT.Step3"
default="Incomplete">

                    <cfparam name="CLIENT.Step4"
default="Incomplete">

                    <cfparam name="CLIENT.Step5"
default="Incomplete">

                    <cfparam name="CLIENT.Step6"
default="Incomplete">

                    <cfparam name="CLIENT.Step7"
default="Incomplete">

                    <cfparam name="CLIENT.Step8"
default="Incomplete">

                <!-- Meta Tags Settings --->
                <cfset VARIABLES.PageTitle="Step 3:
Environmental Conditions">

                <cfset VARIABLES.Description="eDOT
Questionnaire">

                <cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">

                <!-- Display Output --->
                <cfinclude
template="Fuses/Dsp_Form_EnvironmentalConditions.cfm">
                </cfif>
            </cfcase>

        <!-- STEP 4: eDOT Questionnaire --->
        <cfcase value="EducationalBackgroundExperienceTraining">
            <!-- Validate Step 3 Form Inputs --->
            <cfinclude
template="Fuses/Act_ServerSideFormValidation_Step3.cfm">
            <cfif VARIABLES.ErrorsReported EQ 0>

                <!-- Default VARIABLES --->
                <cfset XFA.SubmitForm =
"eDOT.HandlingDealingDataInformation">
                    <cfparam name="CLIENT.Step1"
default="Incomplete">

                    <cfparam name="CLIENT.Step2"
default="Incomplete">

                    <cfset CLIENT.Step3="Complete">

```

```

default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">

<!-- Meta Tags Settings --->
<cfset VARIABLES.PageTitle="Step 4:
Educational Background, Experience, & Training">
<cfset VARIABLES.Description="eDOT
Questionnaire">
<cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">
<!-- Display Output --->
<cfinclude
template="Fuses/Dsp_Form_EducationalBackgroundExperienceTraining.cfm">
</cfif>
</cfcase>

<!-- STEP 5: eDOT Questionnaire --->
<cfcase value="HandlingDealingDataInformation">
<!-- Validate Step 4 Form Inputs --->
<cfinclude
template="Fuses/Act_ServerSideFormValidation_Step4.cfm">
<cfif VARIABLES.ErrorsReported EQ 0>

<!-- Default VARIABLES --->
<cfset XFA.SubmitForm =

"eDOT.DealingPeople">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">

<cfparam name="CLIENT.Step1"
<cfparam name="CLIENT.Step2"
<cfparam name="CLIENT.Step3"
<cfset CLIENT.Step4="Complete">
<cfparam name="CLIENT.Step5"
<cfparam name="CLIENT.Step6"
<cfparam name="CLIENT.Step7"
<cfparam name="CLIENT.Step8"

<!-- Meta Tags Settings --->
<cfset VARIABLES.PageTitle="Step 5: Handling
& Dealing with Data & Information">
<cfset VARIABLES.Description="eDOT
Questionnaire">
<cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">

```

```

        <!-- Display Output --->
        <cfinclude
template="Fuses/Dsp_Form_HandlingDataInformation.cfm">
        </cfif>
    </cfcase>

    <!-- STEP 6: eDOT Questionnaire --->
    <cfcase value="DealingPeople">
        <!-- Validate Step 5 Form Inputs --->
        <cfinclude
template="Fuses/Act_ServerSideFormValidation_Step5.cfm">
        <cfif VARIABLES.ErrorsReported EQ 0>

            <!-- Default VARIABLES --->
            <cfset XFA.SubmitForm =
"eDOT.DealingMachinesEquipmentMaterials">
            <cfparam name="CLIENT.Step1"
default="Incomplete">
            <cfparam name="CLIENT.Step2"
default="Incomplete">
            <cfparam name="CLIENT.Step3"
default="Incomplete">
            <cfparam name="CLIENT.Step4"
default="Incomplete">
            <cfset CLIENT.Step5="Complete">
            <cfparam name="CLIENT.Step6"
default="Incomplete">
            <cfparam name="CLIENT.Step7"
default="Incomplete">
            <cfparam name="CLIENT.Step8"
default="Incomplete">

            <!-- Meta Tags Settings --->
            <cfset VARIABLES.PageTitle="Step 6: Dealing
with People">
            <cfset VARIABLES.Description="eDOT
Questionnaire">
            <cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">
            <!-- Display Output --->
            <cfinclude
template="Fuses/Dsp_Form_DealingPeople.cfm">
            </cfif>
        </cfcase>

    <!-- STEP 7: eDOT Questionnaire --->
    <cfcase value="DealingMachinesEquipmentMaterials">
        <!-- Validate Step 6 Form Inputs --->
        <cfinclude
template="Fuses/Act_ServerSideFormValidation_Step6.cfm">
        <cfif VARIABLES.ErrorsReported EQ 0>

            <!-- Default VARIABLES --->
            <cfset XFA.SubmitForm =
"eDOT.DealingAdaptingJobSituations">
            <cfparam name="CLIENT.Step1"
default="Incomplete">

```

```

default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">
default="Incomplete">

<cfparam name="CLIENT.Step2"
<cfparam name="CLIENT.Step3"
<cfparam name="CLIENT.Step4"
<cfparam name="CLIENT.Step5"
<cfset CLIENT.Step6="Complete">
<cfparam name="CLIENT.Step7"
<cfparam name="CLIENT.Step8"

<!--- Meta Tags Settings --->
<cfset VARIABLES.PageTitle="Step 7: Dealing
with Machines, Equipment, & Materials">
<cfset VARIABLES.Description="eDOT
Questionnaire">
<cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">
<!--- Display Output --->
<cfinclude
template="Fuses/Dsp_Form_DealingMachinesEquipmentMaterials.cfm">
</cfif>
</cfcase>

<!--- STEP 8: eDOT Questionnaire --->
<cfcase value="DealingAdaptingJobSituations">
<!--- Validate Step 7 Form Inputs --->
<cfinclude
template="Fuses/Act_ServerSideFormValidation_Step7.cfm">
<cfif VARIABLES.ErrorsReported EQ 0>

<!--- Default VARIABLES --->
<cfset XFA.SubmitForm =
"eDOT.ProcessEdotQuestionnaire">
<cfparam name="CLIENT.Step1"
<cfparam name="CLIENT.Step2"
<cfparam name="CLIENT.Step3"
<cfparam name="CLIENT.Step4"
<cfparam name="CLIENT.Step5"
<cfparam name="CLIENT.Step6"
<cfset CLIENT.Step7="Complete">
<cfparam name="CLIENT.Step8"

<!--- Meta Tags Settings --->
<cfset VARIABLES.PageTitle="Step 8: Dealing
with and Adapting to Job Situations">

```



```

                                <cfset VARIABLES.Description="eDOT
Questionnaire">
                                <cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">
                                <!--- Display Output --->
                                <cfinclude
template="Fuses/Dsp_Form_DealingAdaptingJobSituations.cfm">
                                </cfif>
                                </cfcase>

                                <!--- Process eDOT Questionnaire --->
                                <cfcase value="ProcessEdotQuestionnaire">
                                    <!--- Validate Step 8 Form Inputs --->
                                    <cfinclude
template="Fuses/Act_ServerSideFormValidation_Step8.cfm">
                                    <cfif VARIABLES.ErrorsReported EQ 0>

                                        <!--- Default VARIABLES --->
                                        <cfparam name="CLIENT.Step1"
default="Incomplete">
                                        <cfparam name="CLIENT.Step2"
default="Incomplete">
                                        <cfparam name="CLIENT.Step3"
default="Incomplete">
                                        <cfparam name="CLIENT.Step4"
default="Incomplete">
                                        <cfparam name="CLIENT.Step5"
default="Incomplete">
                                        <cfparam name="CLIENT.Step6"
default="Incomplete">
                                        <cfparam name="CLIENT.Step7"
default="Incomplete">
                                        <cfset CLIENT.Step8="Complete">
                                    <!--- Meta Tags Settings --->
                                    <cfset VARIABLES.PageTitle="Processing eDOT
Questionnaire Inputs...">
                                    <cfset VARIABLES.Description="eDOT
Questionnaire">
                                    <cfset VARIABLES.Keywords="eDOT,
Questionnaire, eDOT Questionnaire">
                                    <!--- Process Form Inputs --->

                                    <!--- Display Output --->
                                    <span class="largest"><b>Thank
You</b></span>

                                    <br><br>
                                    Your questionnaire inputs were recorded.

                                </cfif>
                                </cfcase>

                                <!--- ::::::::::: Administrative Functions ::::::::::: --->
                                <!--- Administrative Homepage --->
                                <cfcase value="Admin">

                                </cfcase>

```

```

<!-- Allow User to Add/Edit ??? --->
    <cfcase value="AddEdit???">
        <!-- Default VARIABLES --->
        <cfset XFA.SubmitForm =
"MktgTracker.ProcessForm_AddEdit???">
        <!-- Set Default Form Variables --->
        <cfinclude
template="Fuses/Act_SetFormValues_AddEdit???.cfm">
        <!-- Meta Tags Settings --->
        <cfset VARIABLES.PageTitle="Add/Edit ???">
        <!-- Display Output --->
        <!-- Nav Header --->
        <cfinclude
template="Fuses/Dsp_AdminNavigationHeader.cfm">
        <!-- Form Inputs --->
        <cfinclude
template="Fuses/Dsp_Form_AddEdit_???.cfm">
    </cfcase>

<!-- Process Form: AddEdit??? --->
    <cfcase value="ProcessForm_AddEdit???">
        <!-- Meta Tags Settings --->
        <cfset VARIABLES.PageTitle="Processing Form...">
        <!-- Display Output --->
        <cfinclude
template="Fuses/Dsp_AdminNavigationHeader.cfm">
        <!-- Validate Form Input: Server-Side --->
        <cfinclude
template="Fuses/Act_ServerSideFormValidation_AddEdit???.cfm">
        <cfif VARIABLES.ErrorsReported EQ 0>
            <!-- Process Form Inputs --->
            <cfinclude
template="Fuses/Act_ProcessForm_AddEdit???.cfm">
            <!-- Display confirmation message to user --->
            #VARIABLES.DisplayMessage#
        </cfif>
    </cfcase>

<!-- View ??? --->
    <cfcase value="View???">
        <!-- Meta Tags Settings --->
        <cfset VARIABLES.PageTitle="???">
        <!-- Get ??? --->
        <cfinclude template="Fuses/Qry_Get???.cfm">
        <!-- Display Output --->
        <!-- Display Navigation Header --->
        <cfinclude
template="Fuses/Dsp_AdminNavigationHeader.cfm">
        <!-- Display ??? List --->
        <cfinclude template="Fuses/Dsp_???.cfm">
    </cfcase>

<!-- Delete ??? --->
    <cfcase value="Delete???">
        <!-- Delete ??? --->
        <cfinclude template="Fuses/Act_Delete_???.cfm">

```

```
        <!-- Display Navigation Header --->
        <cfinclude
template="Fuses/Dsp_AdminNavigationHeader.cfm">
        <!-- Display Confirmation Message to User --->
        <cfinclude
template="Fuses/Dsp_???DeletionConfirmation.cfm">
        </cfcase>

    <!-- Help --->
    <cfcase value="Help">

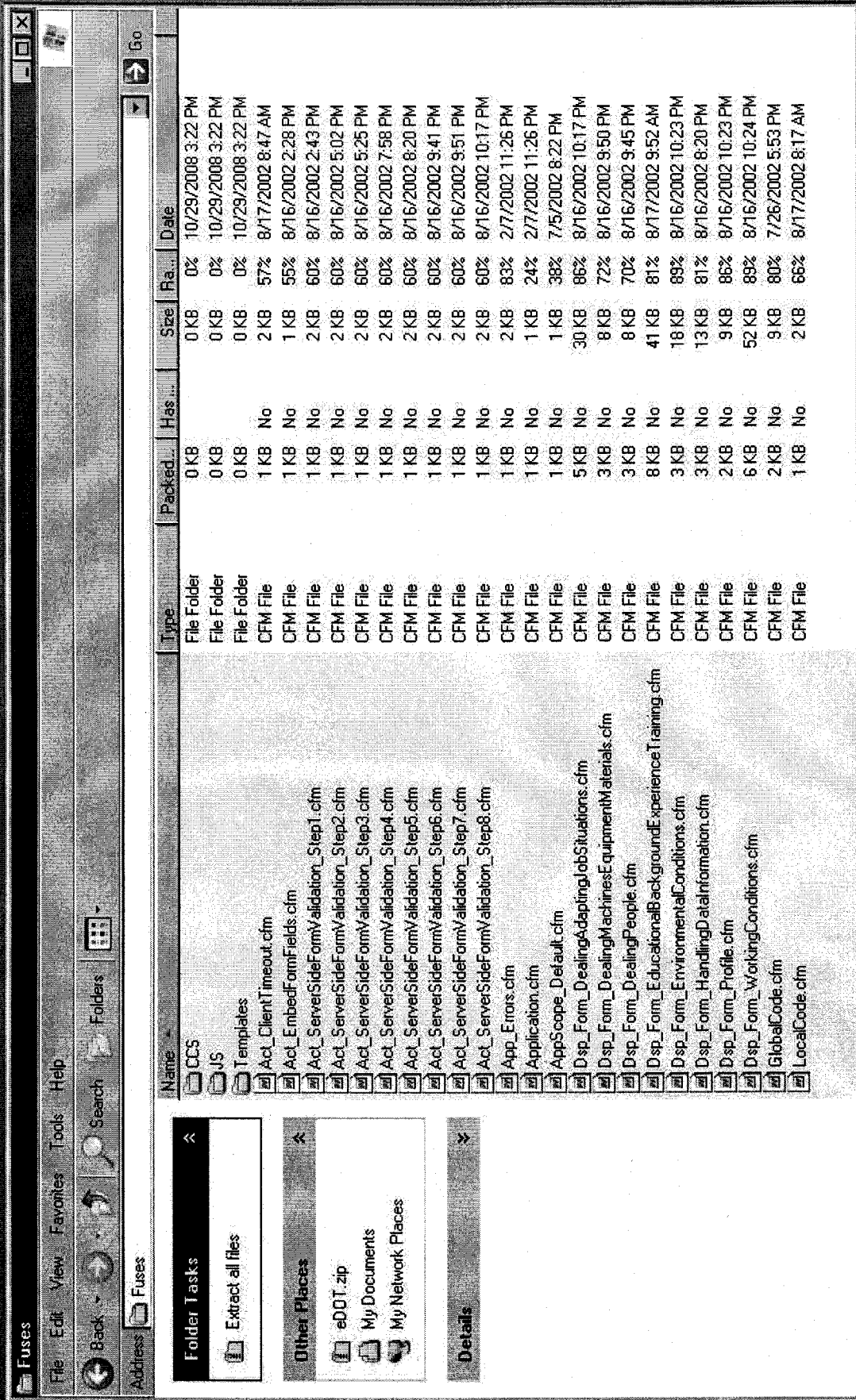
        </cfcase>

    <!-- Action(s) to take based upon module mode --->
    <cfcase value="ModuleModeActions">
        <cfif VARIABLES.ModuleMode is "Maintenance">
            #VARIABLES.ModuleModeMsg#
        </cfif>
    </cfcase>

    <cfdefaultcase>
        <cflocation
url="#VARIABLES.SELF##FuseAction=#VARIABLES.DefaultFuseAction#">
    </cfdefaultcase>

</cfswitch>
</cfoutput>
```

# Exhibit J



Name	Type	Packed	Has...	Size	Ra...	Date
CCS	File Folder	0 KB		0 KB	0%	10/29/2008 3:22 PM
JS	File Folder	0 KB		0 KB	0%	10/29/2008 3:22 PM
Templates	File Folder	0 KB		0 KB	0%	10/29/2008 3:22 PM
Act_ClientTimeout.cfm	CFM File	1 KB	No	2 KB	57%	8/17/2002 8:47 AM
Act_EmbedFormFields.cfm	CFM File	1 KB	No	1 KB	55%	8/16/2002 2:28 PM
Act_ServerSideFormValidation_Step1.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 2:43 PM
Act_ServerSideFormValidation_Step2.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 5:02 PM
Act_ServerSideFormValidation_Step3.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 5:25 PM
Act_ServerSideFormValidation_Step4.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 7:58 PM
Act_ServerSideFormValidation_Step5.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 8:20 PM
Act_ServerSideFormValidation_Step6.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 9:41 PM
Act_ServerSideFormValidation_Step7.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 9:51 PM
Act_ServerSideFormValidation_Step8.cfm	CFM File	1 KB	No	2 KB	60%	8/16/2002 10:17 PM
App_Errors.cfm	CFM File	1 KB	No	2 KB	83%	2/7/2002 11:26 PM
Application.cfm	CFM File	1 KB	No	1 KB	24%	2/7/2002 11:26 PM
AppScope_Default.cfm	CFM File	1 KB	No	1 KB	38%	7/5/2002 8:22 PM
Dsp_Form_DealingAdaptingJobSituations.cfm	CFM File	5 KB	No	30 KB	86%	8/16/2002 10:17 PM
Dsp_Form_DealingMachinesEquipmentMaterials.cfm	CFM File	3 KB	No	8 KB	72%	8/16/2002 9:50 PM
Dsp_Form_DealingPeople.cfm	CFM File	3 KB	No	8 KB	70%	8/16/2002 9:45 PM
Dsp_Form_EducationalBackgroundExperienceTraining.cfm	CFM File	8 KB	No	41 KB	81%	8/17/2002 9:52 AM
Dsp_Form_EnvironmentalConditions.cfm	CFM File	3 KB	No	18 KB	89%	8/16/2002 10:23 PM
Dsp_Form_HandlingDataInformation.cfm	CFM File	3 KB	No	13 KB	81%	8/16/2002 8:20 PM
Dsp_Form_Profile.cfm	CFM File	2 KB	No	9 KB	86%	8/16/2002 10:23 PM
Dsp_Form_WorkingConditions.cfm	CFM File	6 KB	No	52 KB	89%	8/16/2002 10:24 PM
GlobalCode.cfm	CFM File	2 KB	No	9 KB	80%	7/26/2002 5:53 PM
LocalCode.cfm	CFM File	1 KB	No	2 KB	66%	8/17/2002 8:17 AM

## DEALING WITH AND ADAPTING TO JOB SITUATIONS

**What would be the impact on the performance of essential functions and activities of this job if:**

#VARIABLES.QuestionNumber#. **Coordinating the work of others** - If an individual does not have the temperament or ability to coordinate the work of others? (committee chairperson, head of a volunteers, social director, responsible for others peoples work but does not have supervisory authority, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Supervising the work of others** - If an individual does not have the temperament and skill to supervise the work of others? (directs, controls or plan activities of others - i.e. section heads, supervisors, foreman, manager, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Performing Repetitive work** - If an individual does not have the temperament or ability to perform repetitive uninvolved tasks over and over again as prescribed? (feeding stock into a processing machine, sorting mail into mail rack pigeon holes, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)

Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Performing Variety of work** - If an individual **does not** have the temperament or ability to deal with a variety of duties which may be in two or more fields? (plans itinerary for tour groups, arranges for transportation, food, lodging, activities, customs clearances, tour guides, travel agenda; registers hotel guests, assigns rooms, receives and sorts mail, transmits messages, answers telephone inquiries, keep records of guest accounts, computes bills, collect payment. etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Influencing People and Selling** - If an individual **does not** have the temperament or ability to influence people in their opinions, attitudes, and judgments? (involves writing, demonstrating, or speaking to persuade and motivate people. Selling a product to a customer; writing advertisements to sell a product; conduct safety meetings to assure compliance with safety regulations)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Dealing with People** - If an individual **does not** have the temperament or ability to get along with people and control one's behavior? (interpersonal relationships typified by: interviewing job applicants; receiving caller at office, determining nature of business, and directs callers to destination; counsels parolees having difficulty in readjusting to community after release from prison; police officer explaining laws and regulations to citizens, customer

service agent in a complaint department; etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Accepting Criticism** - If an individual is **not able** to accept instructions and respond appropriately to criticism from supervisors?

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Unpleasant/Strained Situations** - If an individual is **not able** to deal with unpleasant/strained situations? (some types of police work, some types of paramedic or ambulance work, certain mental patients, enforcing an unpopular policy, dealing with disagreeable people)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Frustrating Situations** - If an individual is **not able** to deal with frustrating situations? (situations which would become frustrating because attempts to do something might be hindered by things beyond your control or situations which have a high failure to success ratio, such as a real estate salesman, car salesman, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)



Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Invention and Artistic Creativity** - If an individual **does not** have the temperament or ability to reflect original ideas in inventing, acting, writing, painting, composing, playing musical instruments, sculpting, etc.? (writer for television shows, creating and teaching original dances for ballet, creating new computer games, conceiving and developing ideas for painting, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Working Alone in Isolated Locations** - If an individual **does not** have the temperament or ability to work in an environment which regularly precluded face-to-face communications due to distances involved? (fire lookout station, diver working below water for extended periods, remote weather station, line patroller, individual long haul truck driver, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Responsibility for Safety** - If an individual **does not** have the temperament or ability to cope with circumstances dangerous to the individual and/or other? ( firefighters assisting people in a burning building, policeman, air traffic controller, repairing electrical transmission lines, test pilot, race car driver, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)

Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **High Precision Work** - If an individual **does not** have the temperament or ability to adhere to exact precise and exact standards and/or dimensions? (weighs, measures, mixes drugs and other medical compounds; air traffic controller; examining parachutes for flaws in material.; heart surgeon; precision machinist; verify and balance financial records; etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Judging Uncertainties** - If an individual **does not** have the temperament or ability to deal with uncertain situations where success depends upon judgments and/or educated guesses? (appraising real estate property to determine value, a stock analyst estimate of future value of a stock, making a decision among candidates for vacancy for president of a company; selecting a physician for heart surgery, selecting newspaper stories for an edition based on significances, available space, and underwriting policies, etc.)

- ☐ None or Incidental
- ☐ Limited (up to 1/3 of activities)
- ☐ Moderate (up to 2/3 of activities)
- ☐ Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Distractions** - If an individual is **not able** to deal distractions or interruptions on the job? ( type of jobs where the distraction interrupts what the individual is doing and breaks their train of thought where the individual is required to go back and start the activity over again because of the interruption or distraction)

- ☐ None or Incidental

Limited (up to 1/3 of activities)

Moderate (up to 2/3 of activities)

Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Written Communications** - If an individual is **not able** to communicate through written communications? (writing letters, reports, articles, materials for publication and distribution)

None or Incidental

Limited (up to 1/3 of activities)

Moderate (up to 2/3 of activities)

Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Short Term Memory** - Some information has only to be remembered for a short period of time and then can be forgotten such as a telephone operator remember a telephone number or a short order cook remembering a food order.

What impact would it have if you were to have difficulties remembering similar information which only has to be recalled for a brief period of time?

None or Incidental

Limited (up to 1/3 of activities)

Moderate (up to 2/3 of activities)

Large (over 2/3 of activities)

#VARIABLES.QuestionNumber#. **Long Term Memory** - If you were to have difficulties in **learning and remembering** information, locations, work procedures and/or instructions for periods longer than 30 days?

None or Incidental

Limited (up to 1/3 of activities)

Moderate (up to 2/3 of activities)

Large (over 2/3 of activities)

---

Submit Questionnaire

---